Women in the US Navy

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Office of Diversity and Inclusion

Women's Strategy and Policy (OPNAV N134W)

22 APR 2015

Unclassified

Women in the US Navy

As a Nation...

In the Workplace

- *Women comprise 46.9% of the work force*
- *Women hold 14.6% of the Fortune 500 Executive Officer positions*

Shifting Talent Base

- *57.4% of college graduates are female*
- *Women earn 62.3% of all grad degrees*
- *41.6% of women in the workforce hold management and professional related occupations*

As a Navy...

Women comprise:

- *17.7% of Enlisted*
- *16.7% of Officers*
- *31.1% of NROTC freshmen*
- *22.7% of US Naval Academy freshmen*
- *8.4% of 0-7 and above*

Expanding Role of Women

- *1993 combat exclusion law opens all ships and squadrons to women*
- *2010 sub service opens to officers*
- *2013 rescission of the ground combat exclusion*
- *2016 SECDEF guidance for all positions to be open or exception to policy requested*

Diversity is an imperative to recruit & retain the most qualified talent

Women in US Naval Service

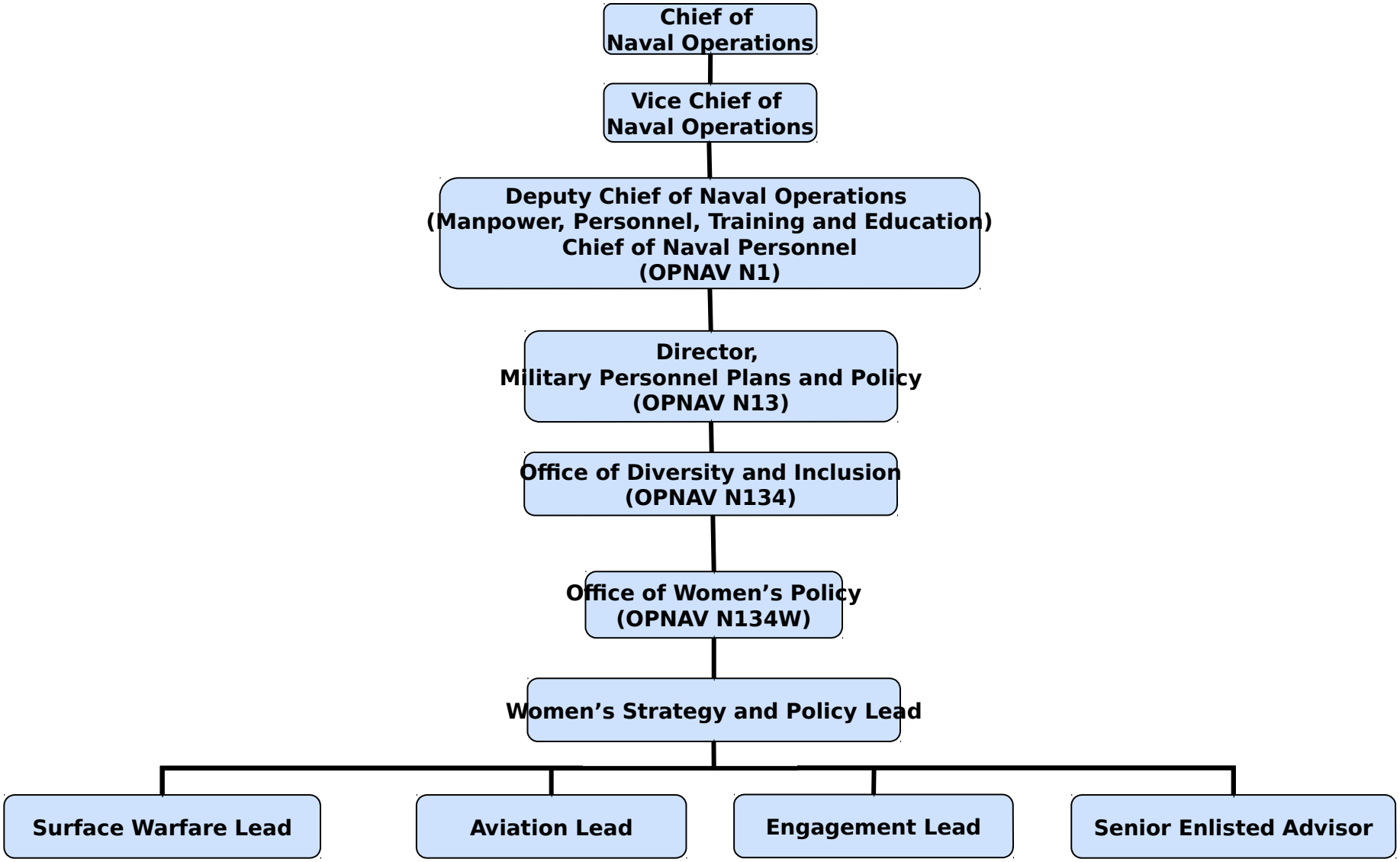
Total Force at a glance

	ACTIVE DUTY / FTS		RESERVE		TOTAL FORCE
	OFFICER	ENLISTED	OFFICER	ENLISTED	
WOMEN	16.8% 9,334	18.2% 50,108	16.7% 2,699	17.7% 7,609	18.5% 69,750
MEN	46,106	224,390	10,940	26,644	308,080
TOTAL	55,440	274,498	13,639	34,253	377,830

Data Source: NMPBS, FY15Q1

2013 Leadership Award Winners
with VADM Nanette DeRenzi

OPNAV N134W Organization


Chief of Naval Operations
Vice Chief of Naval Operations
Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) Chief of Naval Personnel (OPNAV N1)
Director, Military Personnel Plans and Policy (OPNAV N13)
Office of Diversity and Inclusion (OPNAV N134)
Office of Women's Policy (OPNAV N134W)
Women's Strategy and Policy Lead
Surface Warfare Lead
Aviation Lead
Engagement Lead
Senior Enlisted Advisor

Talent Focus

CHIEF OF NAVAL PERSONNEL

HOME | RESPONSIBILITIES | VADM BILL MORAN BIO/PHOTO | FMC APRIL BELDO BIO/PHOTO | CONTACT | PHOTO GALLERY

LATEST PHOTOS

What and When 'Matters' 2 of 4

A couple of years ago, our CNO coined the phrase "where it matters, when it matters" to plainly describe the unique proximity and responsiveness our Navy provides in times of conflict and crisis. And it's our ready Sailors who make it happen. To sustain and advance future initiatives our personnel business needs to become more nimble and responsive. We'll need to anticipate and address challenges before they burden Sailors, create retention problems or hinder our warfighting focus. (FULL STORY)

TOP STORIES

CSADD Sea and Shore Winners announced

The Coalition of Sailors Against Destructive Decisions (CSADD) Sea and Shore chapters of the year (COY) were announced by the Chief of Naval Personnel Jan. 6.

January 6, 2015

Top 5 People Stories of 2014

December 19, 2014

Nominations Sought for Language Professional Awards

December 16, 2014

More Top Stories...

RECENTLY TWEETED

Tweets Follow

USN People @usnpeople 1h

New Dad? Do you know the Paternity Leave Policy? go.usa.gov/t224 @Fleet_Family @USNavy @USFleetForces @NavStress

Expand

PRIORITIES

- @USNPeople Weekly Wire
- Uniform Matters Newsgram
- Share Your #WhyIServe

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Lines of Effort

To address pressing fleet concerns and lay the pavers for long-term modernization, our vision of change is built on a framework of three pillars: a modern innovative personnel system, a ready, relevant learning environment and an enabling culture

Personnel System Modernization

Agile career paths, greater choice and expanded education opportunities

Ready, Relevant Learning

Mobile, modularized approach linking education, training, and operations

Enriched Culture

Greater importance on family, respect and dignity, physical and moral fitness

Office of Women's Policy
Overview

Instructions:	Women in Service Review (WISR):
• **Assignment & Embarkation of Women** • **Pregnancy and Parenthood**	• **Navy's Integration Plan** • **Equal professional opportunity**
Initiatives: • 12-Mo. Post-Partum Operational Deferment • Women's Uniform Initiatives • Family Planning	Statistics: • Officer & Enlisted women in the Navy • Recruiting & Retention trends • Pregnancy & Parenthood trends
In the Works: • Research: - International Navies Comparison—NPS - CNA Model—Development of a comprehensive enlisted strategy - Design Thinking—Booz Allen Hamilton • Evaluating: - Increasing Fertility Options—BUMED	Our Reach: • E1–O10 • Quarterly Women's Waterfront Symposiums • Joint Women's Leadership Symposium • Defense Advisory Committee on Women in the Services (DACOWITS) • Mentoring • Social Media

Continue to attract & retain competitive talent, while meeting operational commitments

Career Intermission Program

Provides greater flexibility in career paths to enhance retention

- **leave**
  - Impact of career on having a family
  - Impact of career on spouse/family
  - Work/Personal Life Balance

- **Program Benefits**
  - Leave active duty for up to 3 years
  - Retain active duty health and dental care
  - Receive monthly stipend pay (2/30ths)
  - Permanent change of station to location of choice
  - Return to active duty to continue career

- **Assessing Potential Benefit of removing statutory restrictions on participation:**
  - By >20 Officer/20 Enlisted

- **82 Participants**
  - 31 Officers, 51 Enlisted
  - 34 have returned, 36 on intermission, 12 awaiting intermission start
  - 43% Men, 57% Women
  - Across unrestricted line, restricted line and staff communities
  - Mixture of operational and support ratings

- **Following return to active duty, personnel have competed**
  - 1 officer eligible for promotion, selected to Captain
  - 2 officers eligible for Administrative Screen Board
    - 1 selected for Operational DH
    - 1 selected for Training Command DH

Pregnancy Policy

OPNAVINST 6000.1 Series

- **The US Navy**
  - Encourages family planning to coincide with shore duty
- **Servicewomen who become pregnant on sea duty may remain onboard ship until the 20th week**
- **Following the delivery of a child, servicewomen are authorized:**

Servicewoman:	Servicemen:
• 42 Days Convalescent Leave (minimum) • Twelve months Operational Deferment • Six months PFA exemption	• Servicemen are authorized 10 days non-chargeable leave

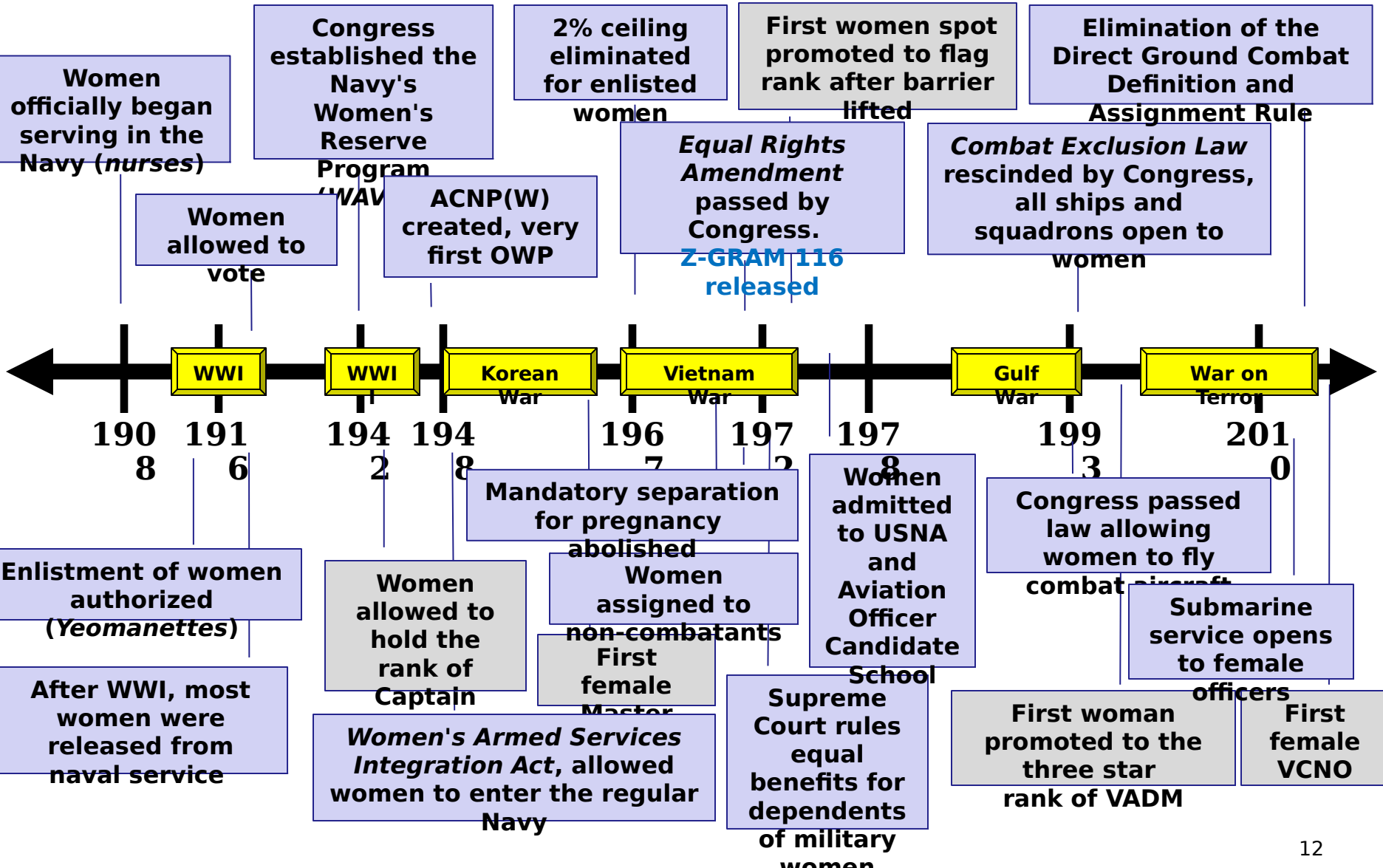
- **Following adoption: MILPERSMAN 1050-420**
  - Commanding Officers may grant up to 21 days non-chargeable leave and can be used in conjunction with regular leave
  - Only one member of a dual military couple is eligible

What can you do?

- **Continue to be positive examples**
  - Military bearing
  - Education
  - Leadership
  - Mentor/ Mentee relationships
- **Fleet feedback**
  - Surveys
    - Pregnancy and Parenthood Survey
  - Symposiums
    - JWLS taking place in San Diego, 11-12 June
  - Facebook Pages
    - Female Enlisted Sailor
    - Female Naval Aviators
    - Female Naval Officers

Backup

Timeline of Women in the US Navy


Women officially began serving in the Navy (*nurses*)
Women allowed to vote
Enlistment of women authorized (*Yeomanettes*)
After WWI, most women were released from naval service
Congress established the Navy's Women's Reserve Program (*"WAV
ACNP(W) created, very first OWP
Women allowed to hold the rank of Captain
Women's Armed Services Integration Act, allowed women to enter the regular Navy
2% ceiling eliminated for enlisted women
Equal Rights Amendment passed by Congress.
Z-GRAM 116 released
Mandatory separation for pregnancy abolished
Women assigned to non-combatants
First female Master
Supreme Court rules equal benefits for dependents of military women
First women spot promoted to flag rank after barrier lifted
Women admitted to USNA and Aviation Officer Candidate School
Combat Exclusion Law rescinded by Congress, all ships and squadrons open to women
Elimination of the Direct Ground Combat Definition and Assignment Rule
Congress passed law allowing women to fly combat aircraft
Submarine service opens to female officers
First woman promoted to the three star rank of VADM
First female VCNO
WWI
WWII
Korean War
Vietnam War
Gulf War
War on Terror
1908
1916
1942
1948
1967
1972
1978
1993
2010

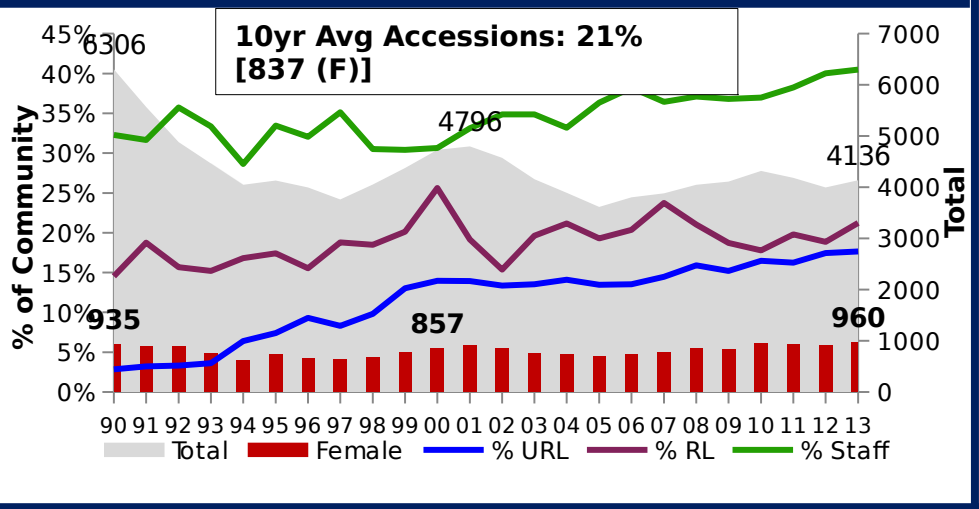
Retention Challenges

Influence to Leave	Women (E)	Men (E)
Impact of Navy career on ability to have a family	60%	47%
Impact of Navy career on my family	53%	48%
Work/Personal Life Balance	52%	48%
Morale at my command	45%	36%
Leadership at my command	41%	31%

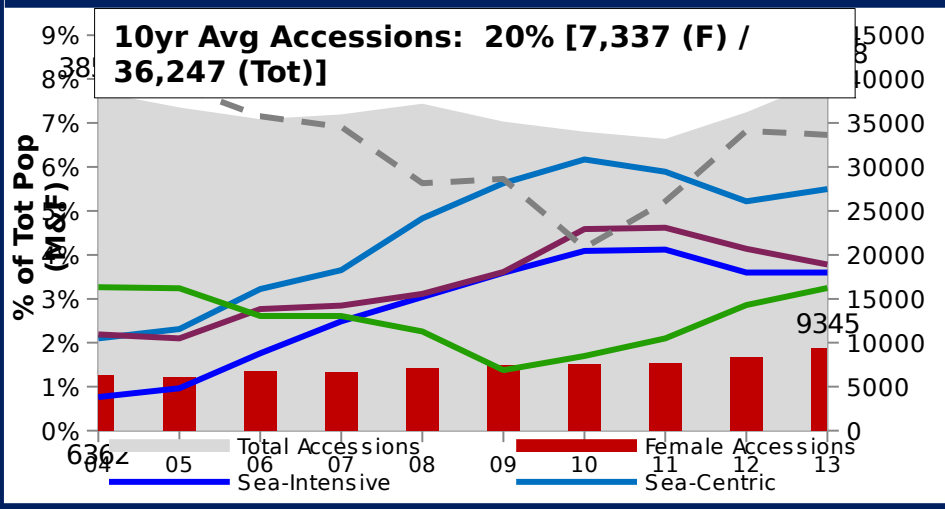
Influence to Leave	Women (O)	Men (O)
Impact of Navy career on ability to have a family	67%	45%
Impact of Navy career on my family	67%	61%
Work/Personal Life Balance	63%	48%
Geographic Stability	41%	41%
Length of Sea Tour/OPTEMPO	33%	34%

Female Accessions & Retention

Officer Accession Trends



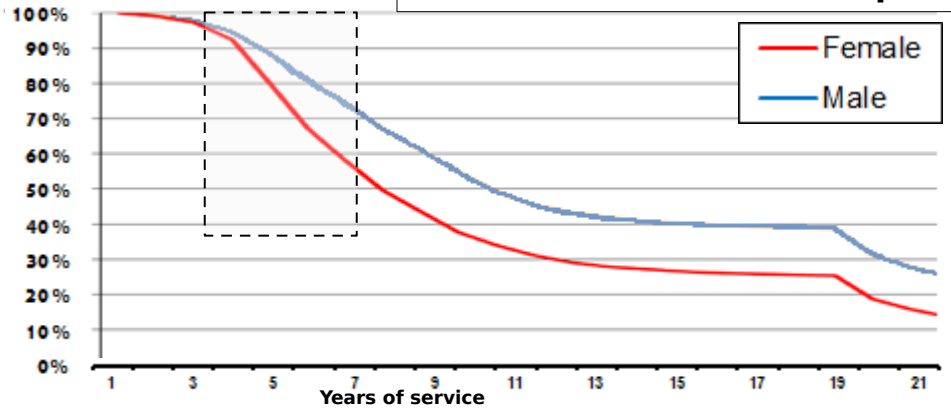
Enlisted AccessionTrends (E1-E3)

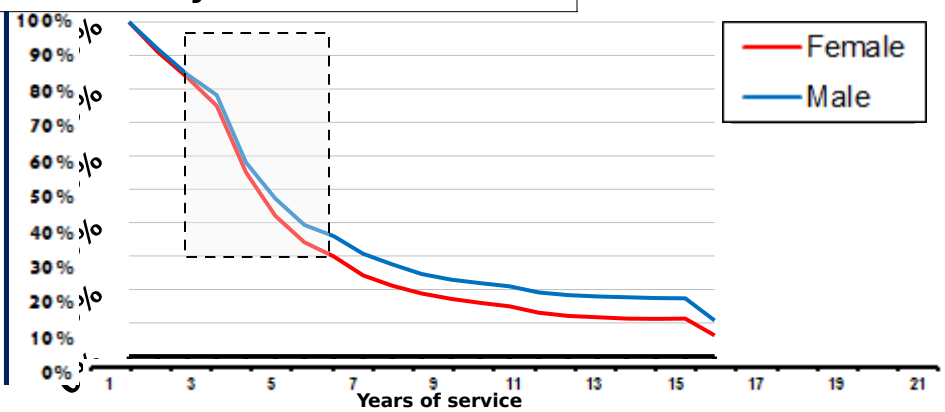


Officer Retention

Enlisted Retention

Gender Retention Gap between 3-7 years of service





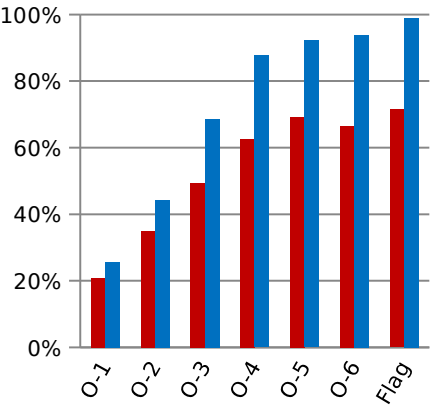
Source: NMPBS and Officer Retention

Source: NOPPS and

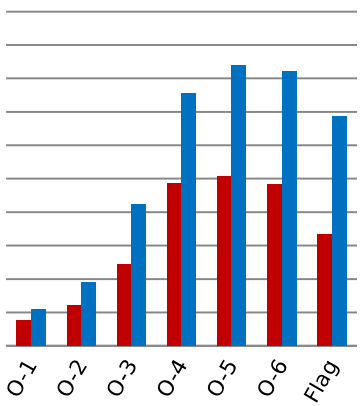
Family Demographics

Officer

Married



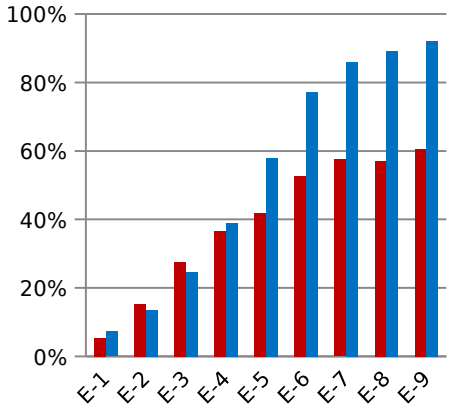
With Children



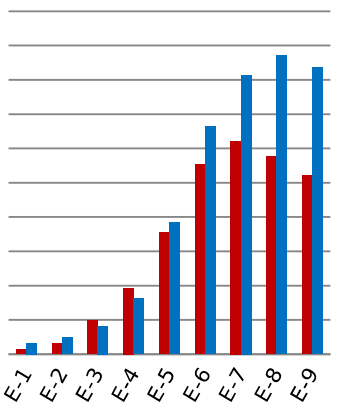
	Dependency Delta
URL	-32.39 %
RL	-21.53 %
Staff	-18.81 %

Enlisted

Married



With Children



	Dependency Delta
Sea-Intensive	-17.62 %
Sea-Centric	-10.99 %
Shore-Centric	-7.82 %
Shore-Intensive	-3.22 %
Undesignated	0.07 %

Custody

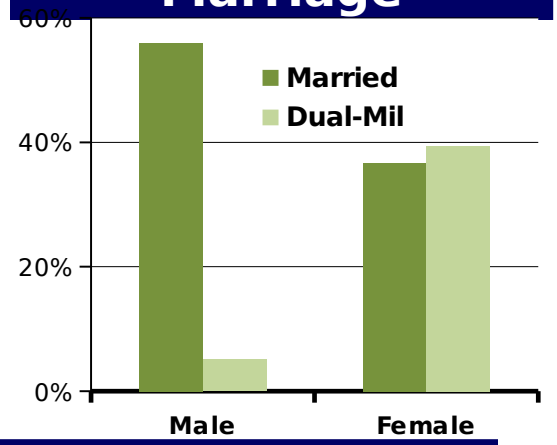
Parent with Full Custody

	Male	Female
E2-E4	3 %	9 %
E5-E6	6 %	18 %
E7-E9	9 %	23 %
Officer	3 %	6 %

Family Care During Deployment

	Male	Female
Grandparent	6 %	56 %
Other Parent	92 %	31 %
Non-relative	2 %	14 %

Dual-Military Marriage



Across the Navy, males are more likely to be married and/or have children